

**Advanced-Level PeopleSoft Developer**  
**IS Enterprise Systems Development Services -- Specialist**  
Department of Administration – STAR Program Office

**Position Summary**

The STAR Program Office provides statewide information technology services utilizing a combination of both State-owned equipment and vendor-provided services. The division ensures the effective and efficient use of information technologies in support of Wisconsin government services and programs. It designs, administers, promotes, and supports information technology services to state agencies, local governments, tribal governments, private partners, schools, universities, libraries, and citizens.

Under the general supervision of the Development Section Chief and team leads, in the STAR Program Office, this position manages activities for and performs complex product development and maintenance for State of Wisconsin's enterprise technology environment. Specifically, PeopleSoft Financials, Human Resources, Enterprise Learning Management and Supply Chain Management systems. This position is an agency technical expert or can transition to be the expert in PeopleSoft suite of development products (SQR, SQL, XML BI Publisher, PeopleTools, DataMover Script)

**Key Responsibilities:**

- Support agencies/divisions through the application development process including the definition and design of specifications for the interfaces, data conversions, reports, etc.
- Manage the definition and implementation of the Solution Architecture ensuring both the business and technical requirements are met.
- Ensure the Application Integration & Development process is managed properly to achieve the overall business goals.
- Act as a Liaison between Business and Technical Teams
- Ensure proper status reporting process, structures, and scorecards are defined and implemented.
- Planning and direction for the implementation and operation of statewide and internal systems.
- Product development, implementation, and leadership skills to ensure the timely delivery of internet and intranet applications.
- Development expertise with business workflow
- Support for enhancements and ongoing maintenance of applications.

Work impacts all phases in the Systems Development Life Cycle. As a result, this position requires working knowledge of systems analysis and design, data modeling, languages, databases and operating systems, management information systems, and knowledge of leadership techniques, service- oriented architecture (SOA), software design patterns, and project management.

The systems that the incumbent is responsible for are critical to the mission of the agency and, as such, have widespread impact throughout state and local government and affect the private sector, as well.

**Goals and Worker Activities:**

**50% A. Develop, enhance, and maintain new and existing systems in PeopleSoft technology suite.**

- A1. Develop and maintain web- based applications using the PeopleSoft suite of development products.
- A2. Participate in the analysis of customer business requirements. Assist in the formulation, justification, and development of design alternatives.
- A3. Develop technical designs including specifications and test plans for new functionality and/or changes to existing programs, modules, and other procedures needed to support a given set of requirements.
- A4. Design data structures to support the data and processing requirements of a system and define their relationships with existing databases according to STAR Program Office development standards.
- A5. Develop technical conversion plans for the one-time startup of re-engineered or redesigned processes and data structures.

- A6. Design and develop generalized components and modules to support interfaces and integrated applications to the primary software system.
- A7. Determine the potential impact of new modules, components, and/or vendor upgrades on primary software systems.
- A8. Performance tune new applications and/or enhancements to existing systems.
- A9. Lead and/or participate in technical design walkthroughs in order to ensure compliance with business requirements and technical soundness.
- A10. Implement new and modified programs and other procedures in a production environment utilizing standard processes for moving objects to the production environment.
- A11. Develop and update documentation for customers, other applications development staff, Enterprise Service Desk and customers.

**25% B. Production Support.**

- B1. Provide backup support and respond to problems reported by the customer, STAR production support groups, technologists or the Enterprise Service Desk. Be available on call or standby, as necessary, to respond to production problems.
- B2. Use vendor provided administration tools and troubleshooting facilities for troubleshooting production problems and debugging the software. Understand vendor upgrade tools and procedures to assist in the application of major upgrade releases. Work directly with vendor as needed.
- B3. Complete installations, changes or upgrades of production systems by deadlines, and assure that new systems or changes/upgrades are successfully implemented. Follow-up with customers to determine if production results are correct.
- B4. Assist in the monitoring of production system/program performance and recommend new system/program development or system tuning to satisfy new customer information requirements and/or to reduce costs.
- B5. Develop and train other staff to support systems, procedures, and processes.
- B6. Work with other areas of STAR Program Office and DET STAR Program Services regarding the operation and support of production systems, including batch job scheduling, distribution of output, and application recovery processes.
- B7. Prepare, update, and review production system documentation with customers and operational support staff.

**15% C. Project Management.**

- C1. Assist team leads in researching the customer's operation and business needs/problems by participating in meetings and reviewing relevant documentation.
- C2. Assist the team leads in responding quickly and accurately to customer requests for production system information, or ad hoc reports and data extracts.
- C3. Assist with the development of project plans that include tasks to be performed, task estimates, and targeted completion dates.
- C4. Start to acquire and maintain working knowledge of best practices around Software Delivery Life Cycle, project management and Agile project management.

C5. Provide incidental consulting and support.

**10% D. Professional Development & Other Duties as assigned.**

- D1. Identify and propose improvements to processes, procedures and standards for work teams, group, department and division.
- D2. Share knowledge with other STAR Program Office staff and provide assistance in areas of personal expertise. Train and coach new as well as lower level staff.
- D3. Participate in special assignments, activities and programs sponsored by the group, department or division.
- D4. Improve IT technical skills via appropriate professional development activities, techniques, procedures and methods through self-study and attending conferences, seminars and workshops.
- D5. Perform all duties assigned, either by the unit supervisor or by his/her delegate, in a timely and professional manner.

**Knowledge, Skills, and Abilities**

- 1. Proven ability to adhere to policies, procedures, and standards in system design and specifications, program development, documentation, planning and status reporting
- 2. Structured programming skills.
- 3. Advanced knowledge and use of PeopleSoft suite of development products
- 4. Advanced Functionality knowledge of one of the follow PeopleSoft applications: Financials, Human Resources, Enterprise Learning Management or Supply Chain Management systems.
- 5. Object oriented analysis/design/development skills
- 6. Data modeling/entity modeling skills
- 7. Project management skills
- 8. Problem solving skills and problem management skills
- 9. Team leadership as well as team membership roles and ability to follow other leaders
- 10. Knowledge Agile software development methodology
- 11. Significant experience in object-oriented analysis, design, software development life cycle
- 12. Web Services and Service Oriented Architecture (SOA) concepts
- 13. Significant knowledge of database design/modeling and query optimization
- 14. Experience with test-driven development and continuous integration.
- 15. Advanced SQL skills
- 16. Client/server architectures, including 2-tier and n-tier
- 17. Strong web database application development skills
- 18. Internet clients/servers/protocols
- 19. Security - network, database, and application
- 20. Effective oral and written communication skills
- 21. Advanced understanding of technical architecture, database objects, and functional aspects of the system software in order to support the ongoing extension, troubleshooting, debugging, and customization of the system.